

OFFICE OF
THE COUNTY CLERK
COUNTY OF KAUAI

NOTICE OF PUBLICATION AND NOTICE OF PUBLIC HEARING

Notice is hereby given that the Council of the County of Kaua'i will hold a public hearing on Wednesday, October 4, 2017, at 8:30 a.m., or soon thereafter, at the Kaua'i Memorial Convention Hall, 4191 Hardy Street, Lihu'e, on the following:

Bill No. 2667

A BILL FOR AN ORDINANCE APPROVING A COLLECTIVE BARGAINING AGREEMENT FOR BARGAINING UNIT 1 BETWEEN JULY 1, 2017 AND JUNE 30, 2021

This Bill proposes to approve the cost items in the Collective Bargaining Agreement for the United Public Workers (UPW) Bargaining Unit 1 for the period July 1, 2017 through June 30, 2021, based on a negotiated settlement and in accordance with the procedures contained in Chapter 89, Hawai'i Revised Statutes (HRS), pursuant to Section 89-11 of the HRS and Section 19.13B of the Kaua'i County Charter.

All interested persons who wish to present their comments may do so at the public hearing. Written testimony prior to the hearing would be appreciated. Written testimony can be submitted to the Office of the County Clerk, Council Services Division by mail, facsimile, or via E-mail to counciltestimony@kauai.gov. Copies of the Bill are available at the Office of the County Clerk, Council Services Division.

(The Council Committee or Council may amend this Bill at its subsequent meetings. Meeting notices are posted at least six (6) days in advance at the County Clerk's Office and the public may also testify at any of these meetings.)

CERTIFICATE OF THE COUNTY CLERK

I hereby certify that the foregoing Bill No. 2667 was passed on first reading and ordered to print by the Council of the County of Kaua'i at its meeting held on September 6, 2017, by the following vote:

AYES:	Brun, Chock, Kagawa, Kaneshiro, Kawakami,	
	Yukimura, Rapozo	TOTAL - 7,
NOES:	None	TOTAL - 0,
EXCUSED & NOT VOTING:	None	TOTAL - 0,
RECUSED & NOT VOTING:	None	TOTAL - 0.
Lihu'e, Hawai'i	/s/ Jade K. Fountain-Tanigawa	
September 7, 2017	County Clerk, County of Kaua'i	

NOTE: SPECIAL ACCOMMODATIONS AND SIGN LANGUAGE INTERPRETER AND INTERPRETERS FOR NON-ENGLISH SPEAKING PERSONS ARE AVAILABLE UPON REQUEST FIVE (5) DAYS PRIOR TO THE MEETING DATE, TO THE COUNTY CLERK, 4396 RICE STREET, SUITE 209, LIHU'E, KAUAI, HAWAII, 96766. TELEPHONE NO. (808) 241-4188. FACSIMILE NO. (808) 241-6349.

(One publication - The Garden Island - September 14, 2017)

**A BILL FOR AN ORDINANCE APPROVING A COLLECTIVE BARGAINING
AGREEMENT FOR BARGAINING UNIT 1
BETWEEN JULY 1, 2017 AND JUNE 30, 2021**

BE IT ORDAINED BY THE COUNCIL OF THE COUNTY OF KAUAI, STATE OF HAWAII:

SECTION 1. Sec. 19.13.B of the Charter of the County of Kaua'i, as amended ("Charter") provides that any contract or lease requiring the payment of funds from appropriations of more than one (1) Fiscal Year shall be approved by ordinance.

As such, the following cost items for Bargaining Unit ("BU") 1 under Hawai'i Revised Statutes ("HRS") §89-6 are hereby approved for the period of July 1, 2017 through June 30, 2021:

BU-1:

- A. Effective November 1, 2017, all employees who were employed as of October 31, 2017 shall receive a one-time lump sum payment of \$1,000.00 provided that employees who are less than the full-time equivalent shall receive a pro-rated lump sum payment;
- B. Salary increase shall be as follows effective June 1, 2018 as shown on draft salary schedule in Exhibit A:
 - 3.2% across the board (ATB) increase;
 - 3.2% pay increase for employees not administratively assigned to the salary schedule;
- C. Effective November 1, 2018, all employees who were employed as of October 31, 2018 shall receive a one-time lump sum payment of \$1,000.00 provided that employees who are less than the full-time equivalent shall receive a pro-rated lump sum payment;
- D. Salary increase shall be as follows effective May 1, 2019 as shown on draft salary schedule in Exhibit B:
 - 3.45% across the board (ATB) increase;
 - 3.45% pay increase for employees not administratively assigned to the salary schedule;

E. Salary increase shall be as follows effective July 1, 2019 as shown on draft salary schedule in Exhibit C:

- 2% across the board (ATB) increase;
- 2% pay increase for employees not administratively assigned to the salary schedule;

F. Salary increase shall be as follows effective July 1, 2020 as shown on draft salary schedule in Exhibit D:

- 2% across the board (ATB) increase;
- 2% pay increase for employees not administratively assigned to the salary schedule.

During the term of the collective bargaining agreement and not less than ninety (90) days before the beginning of the 2019 Legislative Session, the parties shall continue bargaining in good faith on the equivalent of step movement for the period July 1, 2019 to June 30, 2021. Any additional proposed increases would be subject to funding appropriations by each legislative body.

Wage costs include fringe benefit costs representing expenses which automatically increase when base salaries increase (e.g. premium pay, overtime, Medicare, unemployment compensation, and leave benefits). The subsequent years' cost includes the roll over from the previous year (Exhibit E).

SECTION 2. If any provisions of this Ordinance or the application thereof to any persons or circumstance are held invalid, the invalidity does not affect other provisions or applications of the Ordinance which can be given effect without the invalid provisions or application and, to this end, the provisions of this Ordinance are severable.

SECTION 3. This Ordinance shall take effect when the Legislature of the State of Hawai'i, the Maui County Council, the Honolulu City Council, the Hawai'i County Council, and the Kaua'i County Council have pursuant to HRS §89-10 (b), appropriated moneys for cost items for Bargaining Unit 1 for the period of July 1, 2017 to June 30, 2021.

Introduced by:



MEL RAPOZO
(By Request)

DATE OF INTRODUCTION:

September 6, 2017

Līhu'e, Kaua'i, Hawai'i

V:\BILLS\2016-2018 TERM\Collective Bargaining Bill for Unit 1 (2017) SS:aa

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State of Hawaii
DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT
SALARY SCHEDULE

EXHIBIT A

Effective Date: 06/01/2018

Bargaining Unit: 01 Blue Collar, Non-Supervisor

A			A			A			A		
BC01	ANN	39,636	BC09	ANN	53,856	WS01	ANN	41,076	WS09	ANN	57,168
	MON	3,303		MON	4,488		MON	3,423		MON	4,764
	8HR	152.48		8HR	207.12		8HR	158.00		8HR	219.84
	HRLY	19.06		HRLY	25.89		HRLY	19.75		HRLY	27.48
BC02	ANN	40,176	BC10	ANN	55,908	WS02	ANN	42,972	WS10	ANN	59,208
	MON	3,348		MON	4,659		MON	3,581		MON	4,934
	8HR	154.56		8HR	215.04		8HR	165.28		8HR	227.76
	HRLY	19.32		HRLY	26.88		HRLY	20.66		HRLY	28.47
BC03	ANN	41,304	BC11	ANN	57,948	WS03	ANN	44,220	WS11	ANN	61,488
	MON	3,442		MON	4,829		MON	3,685		MON	5,124
	8HR	158.88		8HR	222.88		8HR	170.08		8HR	236.48
	HRLY	19.86		HRLY	27.86		HRLY	21.26		HRLY	29.56
BC04	ANN	42,972	BC12	ANN	60,168	WS04	ANN	46,008	WS12	ANN	63,732
	MON	3,581		MON	5,014		MON	3,834		MON	5,311
	8HR	165.28		8HR	231.44		8HR	176.96		8HR	245.12
	HRLY	20.66		HRLY	28.93		HRLY	22.12		HRLY	30.64
BC05	ANN	44,688	BC13	ANN	62,364	WS05	ANN	47,856	WS13	ANN	66,132
	MON	3,724		MON	5,197		MON	3,988		MON	5,511
	8HR	171.84		8HR	239.84		8HR	184.08		8HR	254.32
	HRLY	21.48		HRLY	29.98		HRLY	23.01		HRLY	31.79
BC06	ANN	46,476	BC14	ANN	64,752	WS06	ANN	49,776	WS14	ANN	68,592
	MON	3,873		MON	5,396		MON	4,148		MON	5,716
	8HR	178.72		8HR	249.04		8HR	191.44		8HR	263.84
	HRLY	22.34		HRLY	31.13		HRLY	23.93		HRLY	32.98
BC07	ANN	48,348	BC15	ANN	67,164	WS07	ANN	51,768	WS15	ANN	71,196
	MON	4,029		MON	5,597		MON	4,314		MON	5,933
	8HR	185.92		8HR	258.32		8HR	199.12		8HR	273.84
	HRLY	23.24		HRLY	32.29		HRLY	24.89		HRLY	34.23
BC08	ANN	50,304				WS08	ANN	53,820			
	MON	4,192					MON	4,485			
	8HR	193.44					8HR	207.04			
	HRLY	24.18					HRLY	25.88			

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State of Hawaii
DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT
SALARY SCHEDULE

EXHIBIT B

Effective Date: 05/01/2019

Bargaining Unit: 01 Blue Collar, Non-Supervisor

A			A			A			A		
BC01	ANN	41,004	BC09	ANN	55,716	WS01	ANN	42,492	WS09	ANN	59,136
	MON	3,417		MON	4,643		MON	3,541		MON	4,928
	8HR	157.68		8HR	214.32		8HR	163.44		8HR	227.44
	HRLY	19.71		HRLY	26.79		HRLY	20.43		HRLY	28.43
BC02	ANN	41,568	BC10	ANN	57,840	WS02	ANN	44,460	WS10	ANN	61,248
	MON	3,464		MON	4,820		MON	3,705		MON	5,104
	8HR	159.84		8HR	222.48		8HR	171.04		8HR	235.60
	HRLY	19.98		HRLY	27.81		HRLY	21.38		HRLY	29.45
BC03	ANN	42,732	BC11	ANN	59,952	WS03	ANN	45,744	WS11	ANN	63,612
	MON	3,561		MON	4,996		MON	3,812		MON	5,301
	8HR	164.32		8HR	230.56		8HR	175.92		8HR	244.64
	HRLY	20.54		HRLY	28.82		HRLY	21.99		HRLY	30.58
BC04	ANN	44,460	BC12	ANN	62,244	WS04	ANN	47,592	WS12	ANN	65,928
	MON	3,705		MON	5,187		MON	3,966		MON	5,494
	8HR	171.04		8HR	239.44		8HR	183.04		8HR	253.60
	HRLY	21.38		HRLY	29.93		HRLY	22.88		HRLY	31.70
BC05	ANN	46,224	BC13	ANN	64,512	WS05	ANN	49,512	WS13	ANN	68,412
	MON	3,852		MON	5,376		MON	4,126		MON	5,701
	8HR	177.76		8HR	248.16		8HR	190.40		8HR	263.12
	HRLY	22.22		HRLY	31.02		HRLY	23.80		HRLY	32.89
BC06	ANN	48,084	BC14	ANN	66,984	WS06	ANN	51,492	WS14	ANN	70,956
	MON	4,007		MON	5,582		MON	4,291		MON	5,913
	8HR	184.96		8HR	257.60		8HR	198.08		8HR	272.88
	HRLY	23.12		HRLY	32.20		HRLY	24.76		HRLY	34.11
BC07	ANN	50,016	BC15	ANN	69,480	WS07	ANN	53,556	WS15	ANN	73,656
	MON	4,168		MON	5,790		MON	4,463		MON	6,138
	8HR	192.40		8HR	267.20		8HR	206.00		8HR	283.28
	HRLY	24.05		HRLY	33.40		HRLY	25.75		HRLY	35.41
BC08	ANN	52,044				WS08	ANN	55,680			
	MON	4,337					MON	4,640			
	8HR	200.16					8HR	214.16			
	HRLY	25.02					HRLY	26.77			

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State of Hawaii
DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT
SALARY SCHEDULE

EXHIBIT C

Effective Date: 07/01/2019

Bargaining Unit: 01 Blue Collar, Non-Supervisor

A			A			A			A		
BC01	ANN	41,820	BC09	ANN	56,832	WS01	ANN	43,344	WS09	ANN	60,324
	MON	3,485		MON	4,736		MON	3,612		MON	5,027
	8HR	160.88		8HR	218.56		8HR	166.72		8HR	232.00
	HRLY	20.11		HRLY	27.32		HRLY	20.84		HRLY	29.00
BC02	ANN	42,396	BC10	ANN	58,992	WS02	ANN	45,348	WS10	ANN	62,472
	MON	3,533		MON	4,916		MON	3,779		MON	5,206
	8HR	163.04		8HR	226.88		8HR	174.40		8HR	240.24
	HRLY	20.38		HRLY	28.36		HRLY	21.80		HRLY	30.03
BC03	ANN	43,584	BC11	ANN	61,152	WS03	ANN	46,656	WS11	ANN	64,884
	MON	3,632		MON	5,096		MON	3,888		MON	5,407
	8HR	167.60		8HR	235.20		8HR	179.44		8HR	249.52
	HRLY	20.95		HRLY	29.40		HRLY	22.43		HRLY	31.19
BC04	ANN	45,348	BC12	ANN	63,492	WS04	ANN	48,540	WS12	ANN	67,248
	MON	3,779		MON	5,291		MON	4,045		MON	5,604
	8HR	174.40		8HR	244.24		8HR	186.72		8HR	258.64
	HRLY	21.80		HRLY	30.53		HRLY	23.34		HRLY	32.33
BC05	ANN	47,148	BC13	ANN	65,808	WS05	ANN	50,508	WS13	ANN	69,780
	MON	3,929		MON	5,484		MON	4,209		MON	5,815
	8HR	181.36		8HR	253.12		8HR	194.24		8HR	268.40
	HRLY	22.67		HRLY	31.64		HRLY	24.28		HRLY	33.55
BC06	ANN	49,044	BC14	ANN	68,328	WS06	ANN	52,524	WS14	ANN	72,372
	MON	4,087		MON	5,694		MON	4,377		MON	6,031
	8HR	188.64		8HR	262.80		8HR	202.00		8HR	278.32
	HRLY	23.58		HRLY	32.85		HRLY	25.25		HRLY	34.79
BC07	ANN	51,012	BC15	ANN	70,872	WS07	ANN	54,624	WS15	ANN	75,132
	MON	4,251		MON	5,906		MON	4,552		MON	6,261
	8HR	196.24		8HR	272.56		8HR	210.08		8HR	288.96
	HRLY	24.53		HRLY	34.07		HRLY	26.26		HRLY	36.12
BC08	ANN	53,088				WS08	ANN	56,796			
	MON	4,424					MON	4,733			
	8HR	204.16					8HR	218.48			
	HRLY	25.52					HRLY	27.31			

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State of Hawaii
DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT
SALARY SCHEDULE

EXHIBIT D

Effective Date: 07/01/2020

Bargaining Unit: 01 Blue Collar, Non-Supervisor

A			A			A			A		
BC01	ANN	42,660	BC09	ANN	57,972	WS01	ANN	44,208	WS09	ANN	61,536
	MON	3,555		MON	4,831		MON	3,684		MON	5,128
	8HR	164.08		8HR	222.96		8HR	170.00		8HR	236.64
	HRLY	20.51		HRLY	27.87		HRLY	21.25		HRLY	29.58
BC02	ANN	43,248	BC10	ANN	60,168	WS02	ANN	46,260	WS10	ANN	63,720
	MON	3,604		MON	5,014		MON	3,855		MON	5,310
	8HR	166.32		8HR	231.44		8HR	177.92		8HR	245.04
	HRLY	20.79		HRLY	28.93		HRLY	22.24		HRLY	30.63
BC03	ANN	44,460	BC11	ANN	62,376	WS03	ANN	47,592	WS11	ANN	66,180
	MON	3,705		MON	5,198		MON	3,966		MON	5,515
	8HR	171.04		8HR	239.92		8HR	183.04		8HR	254.56
	HRLY	21.38		HRLY	29.99		HRLY	22.88		HRLY	31.82
BC04	ANN	46,260	BC12	ANN	64,764	WS04	ANN	49,512	WS12	ANN	68,592
	MON	3,855		MON	5,397		MON	4,126		MON	5,716
	8HR	177.92		8HR	249.12		8HR	190.40		8HR	263.84
	HRLY	22.24		HRLY	31.14		HRLY	23.80		HRLY	32.98
BC05	ANN	48,096	BC13	ANN	67,128	WS05	ANN	51,516	WS13	ANN	71,172
	MON	4,008		MON	5,594		MON	4,293		MON	5,931
	8HR	184.96		8HR	258.16		8HR	198.16		8HR	273.76
	HRLY	23.12		HRLY	32.27		HRLY	24.77		HRLY	34.22
BC06	ANN	50,028	BC14	ANN	69,696	WS06	ANN	53,580	WS14	ANN	73,824
	MON	4,169		MON	5,808		MON	4,465		MON	6,152
	8HR	192.40		8HR	268.08		8HR	206.08		8HR	283.92
	HRLY	24.05		HRLY	33.51		HRLY	25.76		HRLY	35.49
BC07	ANN	52,032	BC15	ANN	72,288	WS07	ANN	55,716	WS15	ANN	76,632
	MON	4,336		MON	6,024		MON	4,643		MON	6,386
	8HR	200.16		8HR	278.00		8HR	214.32		8HR	294.72
	HRLY	25.02		HRLY	34.75		HRLY	26.79		HRLY	36.84
BC08	ANN	54,144				WS08	ANN	57,936			
	MON	4,512					MON	4,828			
	8HR	208.24					8HR	222.80			
	HRLY	26.03					HRLY	27.85			

County of Kaua'i

Exhibit E

Bargaining Unit 1**Contract Period: July 1, 2017 to June 30, 2021**

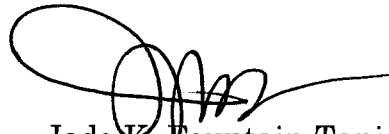
BU-1				
FY	2018	2019	2020	2021
2018	522,076	522,076	522,076	522,076
2019		1,339,925	1,339,925	1,339,925
2020			2,086,495	2,086,495
2021				2,639,690
Total	522,076	1,862,001	3,948,496	6,588,186

CERTIFICATE OF THE COUNTY CLERK

I hereby certify that heretofore attached is a true and correct copy of Bill No. 2667, which was passed on first reading and ordered to print by the Council of the County of Kaua'i at its meeting held on September 6, 2017, by the following vote:

FOR PASSAGE:	Brun, Chock, Kagawa, Kaneshiro, Kawakami, Yukimura, Rapozo	TOTAL – 7,
AGAINST PASSAGE:	None	TOTAL – 0,
EXCUSED & NOT VOTING:	None	TOTAL – 0,
RECUSED & NOT VOTING:	None	TOTAL – 0.

Līhu'e, Hawai'i
September 7, 2017



Jade K. Fountain-Tanigawa
County Clerk, County of Kaua'i